

**APPOINTMENTS OF CHIEF OFFICERS - ESTABLISHMENT OF APPOINTMENT
SUB-COMMITTEES**

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| APPOINTMENTS COMMITTEE 12 November 2020 | CLASSIFICATION: Open |
| WARD(S) AFFECTED N/A | |
| GROUP DIRECTOR Tim Shields, Chief Executive | |

1. SUMMARY:

- 1.1. This report seeks to establish appointment sub-committees to make the following chief officer appointments:
- 1.1.1. Group Director of Neighbourhoods & Housing
 - 1.1.2. Group Director Adults, Health & Integration

2. RECOMMENDATIONS:

2.1 It is recommended::

- That two Appointment sub-committees are established with the following membership:
 - For Group Director Adults, Health & Integration: Mayor Glanville and Cllr Kennedy
 - For Group Director of Neighbourhoods & Housing: Mayor Glanville and Cllr Peters
- That the remaining Appointment Committee members (Cllr Bell and Deputy Mayor Bramble) are able to act as substitutes on either sub-committee

3. BACKGROUND:

- 3.1. Full Council has delegated responsibility to the Appointments Committee to establish sub-committees for the appointment of chief officers.

- 3.2. The procedure for these appointments is set out in part 4, section 8 of the Council's constitution.
- 3.3. On 10th August, the Chief Executive announced a proposal aiming to streamline the Council's senior management structure from 1st November 2020.
- 3.4. On 21st September the consultation closed for those affected by the proposal. Following this, a Delegated Powers Report outlining changes to the senior management structure from 1st November 2020 was published. This is attached as **appendix 1** and **2** of the report.
- 3.5. As a result of the restructure, there are two chief officer vacancies. A process for recruitment began 8 October 2020, and it is anticipated that interviews will be held week commencing 7 December 2020. These appointments will require a decision by an appointment sub-committee. This report establishes the membership of those two sub-committees in anticipation of these decisions being required, and nominates the other members of the sub-committee to act as substitutes if needed.

3. COMMENTS OF THE GROUP DIRECTOR, FINANCE AND CORPORATE RESOURCES

- 3.1 There are no financial implications as a result of establishing the sub-committees for appointments. All costs associated with recruitment and remuneration of the Group Directors will be met in line with the service budgets set by Council and Cabinet.

4. COMMENTS OF THE DIRECTOR OF LEGAL

- 4.1 The report establishes an appointment sub-committee, in line with the requirements of Officer Employment Procedure Rules, as outlined in part 4, section 8 of the constitution. This procedure is to be applied when appointing chief officers to permanent positions. The constitution states that an Appointments sub-committee must include one Cabinet Member. Other councillors can be invited to participate in the interview process as observers, but the final decision will rest with the appointment sub-committee.

APPENDICES

Appendix 1 - Delegated Powers Report - Changes to the Senior Management Structure of the Council

Appendix 2 - New Council Leadership Structure - September 2020

BACKGROUND PAPERS

No background papers have been relied upon for the drafting of this report.

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